



Are Your Organization's DEI Efforts Superficial or Structural?

Description:

Prioritizing DEI and Navigating Legal Risk. What are the effective strategies in an everchanging world especially within the U.S. where there are state specific challenges to your programs? The panel will discuss the importance of embedding DEI framework structurally within an organization compared to the superficial including challenges of baking in a DEI framework in business when economy is receding; while managing all the legal risks.

Reference Materials:

- [The new Red Scare for red states: Diversity programs](#)
- [At U.Va., an Alumnus Attacked Diversity Programs. Now He Is on the Board.](#)
- [DEI Doesn't Work—Taxpayers Shouldn't Pay for It](#)
- [Thwarting the Diversity Backlash](#)
- [To Avoid DEI Backlash, Focus on Changing Systems — Not People](#)
- [The diversity backlash is underway. Here's how to resist it](#)
- [Why the Business Case for Diversity Is Wrong](#)
- [Corporate Diversity Pledges Fizzle Amid Layoffs, GOP Backlash](#)
- [Companies Go Quiet On DEI And Green Talks Due To Right-Wing Backlash?](#)
- [BNY Mellon pushes ahead with diversity funds despite 'anti-woke' backlash](#)
- [Why Companies Are Failing in Their Diversity, Equity and Inclusion Efforts](#)
- [DEI Doesn't Work—Taxpayers Shouldn't Pay for It](#)

MCCA Reference Materials:

- [MCCA 2022 FORTUNE 1000 GC SURVEY](#)
- [MCCA U.S. Law Firm Diversity Survey Report 2022](#)
- [MCCA Interrupting Racial & Gender Bias in the Legal Profession](#)
- [MCCA Leading Through Crisis](#)